

## INITIATIVE 708

I, Ralph Munro, Secretary of State of the State of Washington and custodian of its seal, hereby certify that, according to the records on file in my office, the attached copy of Initiative Measure No. 708 to the People is a true and correct copy as it was received by this office.

1       AN ACT Relating to an annual cost-of-living increase for K-12  
2 teachers and other school employees and for community and technical  
3 college faculty; adding a new section to chapter 28A.400 RCW; adding a  
4 new section to chapter 28B.50 RCW; and creating a new section.

5 BE IT ENACTED BY THE PEOPLE OF THE STATE OF WASHINGTON:

6       NEW SECTION. **Sec. 1.** The Washington Constitution establishes "the  
7 paramount duty of the state to make ample provision for the education  
8 of all children." Providing quality education for all children in  
9 Washington requires well-qualified and experienced teachers and other  
10 school employees. However, salaries for educators have not kept up  
11 with the increased cost-of-living in the state. The failure to keep up  
12 with inflation threatens Washington's ability to compete with other  
13 states to attract first-rate teachers to Washington classroom and to  
14 keep well-qualified educators from leaving for other professions. The  
15 state must provide a fair and reasonable cost-of-living increase to  
16 help ensure that the state attracts and keeps the best teachers and  
17 school employees for the children of Washington.

1        NEW SECTION.    **Sec. 2.**    A new section is added to chapter 28A.400  
2    RCW to read as follows:

3        (1) School district employees shall be provided an annual salary  
4    cost-of-living increase in accordance with this section.

5        (a) The cost-of-living increase shall be calculated by applying the  
6    rate of the yearly increase in the cost-of-living index to any state-  
7    funded salary base used in state funding formulas for teachers and  
8    other school district employees. Beginning with the 2001-2002 school  
9    year, and for each subsequent school year, each school district shall  
10   be provided a cost-of-living allocation sufficient to grant this cost-  
11   of-living increase for the salaries, including mandatory salary-related  
12   benefits, of all employees of the district.

13       (b) A school district shall distribute its cost-of-living  
14   allocation for salaries and salary-related benefits in accordance with  
15   the district's salary schedules, collective bargaining agreements, and  
16   compensation policies. No later than the end of the school year, each  
17   school district shall certify to the superintendent of public  
18   instruction that it has spent funds provided for cost-of-living  
19   increases on salaries and salary-related benefits.

20       (c) Any funded cost-of-living increase shall be included in the  
21   salary base used to determine cost-of-living increases for all school  
22   employees in subsequent years. For teachers and other certificated  
23   instructional staff, the rate of the annual cost-of-living increase  
24   funded for certificated instructional staff shall be applied to the  
25   base salary used with the state-wide salary allocation schedule  
26   established pursuant to RCW 28A.150.410 and to any other salary models  
27   used to recognize school district personnel costs.

28       (d) Beginning with the 2001-2002 school year, the state shall fully  
29   fund the cost-of-living increase set forth in this section as part of  
30   its obligation to meet the basic education requirements under Article  
31   IX of the Washington State Constitution.

32       (2) For the purposes of this section, "cost-of-living index" means,  
33   for any school year, the previous calendar year's annual average  
34   consumer price index, using the official current base, compiled by the  
35   bureau of labor statistics, United States department of labor for the  
36   state of Washington. If the bureau of labor statistics develops more  
37   than one consumer price index for areas within the state, the index  
38   covering the greatest number of people, covering areas exclusively

1 within the boundaries of the state, and including all items shall be  
2 used for the "cost-of-living index" in this section.

3 NEW SECTION. **Sec. 3.** A new section is added to chapter 28B.50 RCW  
4 to read as follows:

5 (1) Academic employees of community and technical college districts  
6 shall be provided an annual salary cost-of-living increase in  
7 accordance with this section. For purposes of this section, "academic  
8 employee" shall have the same meaning as defined in RCW 28B.52.020.

9 (a) Beginning with the 2001-2002 fiscal year, and for each  
10 subsequent fiscal year, each college district shall receive a cost-of-  
11 living allocation sufficient to increase academic employee salaries,  
12 including mandatory salary-related benefits, by the rate of the yearly  
13 increase in the cost-of-living index.

14 (b) A college district shall distribute its cost-of-living  
15 allocation for salaries and salary-related benefits in accordance with  
16 the district's salary schedules, collective bargaining agreements, and  
17 other compensation policies. No later than the end of the fiscal year,  
18 each college district shall certify to the college board that it has  
19 spent funds provided for cost-of-living increases on salaries and  
20 salary-related benefits.

21 (c) The college board shall include any funded cost-of-living  
22 increase in the salary base used to determine cost-of-living increases  
23 for academic employees in subsequent years.

24 (d) Beginning with the 2001-2002 fiscal year, the state shall fully  
25 fund the cost-of-living increase set forth in this section.

26 (2) For the purposes of this section, "cost-of-living index" means,  
27 for any fiscal year, the previous calendar year's annual average  
28 consumer price index, using the official current base, compiled by the  
29 bureau of labor statistics, United States department of labor for the  
30 state of Washington. If the bureau of labor statistics develops more  
31 than one consumer price index for areas within the state, the index  
32 covering the greatest number of people, covering areas exclusively  
33 within the boundaries of the state, and including all items shall be  
34 used for the "cost-of-living index" in this section.

35 NEW SECTION. **Sec. 4.** If any provision of this act or its  
36 application to any person or circumstance is held invalid, the

1 remainder of the act or the application of the provision to other  
2 persons or circumstances is not affected.

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